

# Bulletin

University of Toronto  
Friday, March 11, 1977  
No. 26 30th Year



IF WINTER COMES, can spring be far behind? If this past week's balmy weather is any indication, apparently not. Discarded overshoes, the first early shirt-sleeves, and the turning of a young person's fancy to matters other than exams are sure signs that spring is, at last, imminent.

## UTFA, GC negotiations adjourn

Negotiations between Governing Council and the University of Toronto Faculty Association were adjourned Tuesday, March 8. No further meetings were scheduled.

Under discussion was a *Draft Memorandum of Agreement* proposed by the Governing Council's Advisory Committee, and a *Proposed Letter of Intent* from President Evans undertaking to deal with certain issues which had been raised by UTFA. In his letter, the President stated that action would be taken on certain issues if agreement could be reached on the Advisory Committee's *Draft Memorandum of Agreement*. These items were contained in the letter of intent rather than in the agreement because they were judged to be either purely administrative or inappropriate for inclusion in the contract. (See pages 4-5 for the Governing Council's *Draft Memorandum of Agreement* and the President's *Proposed Letter of Intent*.)

Vice-President and Provost Donald Chant, chairman of the Governing Council negotiating team, said, "I regret our present inability to reach agreement with UTFA on the draft memorandum and letter, and have expressed to the UTFA negotiating committee our willingness to meet with them for further discussions."

"These documents represent substantial changes from the pro-

posals offered by President Evans last October," said Chant, "and most significant, they provide for a formal contract between the Governing Council and UTFA. They also provide for a two-stage process of conciliation and mediation in the negotiation of salaries and benefits, with the mediator empowered to make a public report. They specify a contractual obligation to develop policies on the terms and conditions of employment of librarians, and on leaves, within explicit deadlines and under specific and detailed terms of reference. Moreover, they include a number of important articles drawn from UTFA's draft memorandum. The President's *Proposed Letter of Intent* offers a grievance procedure which he is prepared to present to the Governing Council."

The Provost explained to a special meeting of Principals, Deans and Directors held Thursday, March 10, that the fundamental issue over which disagreement remains is whether basic policies on issues such as promotions, leaves, grievances, and employment policies for librarians should be developed through a process of collective bargaining with UTFA or by a collegial process of full consultation with academic divisions, groups and individuals.

Dr. Chant further explained that the Governing Council's draft and

the President's letter were developed in accordance with the guidelines for negotiations adopted by Governing Council at its Dec. 16 meeting. The Provost added that the Advisory Committee believed it could not voluntarily surrender collegiality and the involvement of established bodies in the development of such basic policies, and still be consistent with the guidelines.

The guidelines adopted Dec. 16 instructed the Negotiating Committee to avoid a position which would supersede the rights of individual staff members, interfere with the role of academic bodies in discharging their responsibilities, or exclude academic councils or bodies from participating in the formation of policies relevant to their function. The guidelines also stated that the Negotiating Committee should avoid a position which would encroach on the authority and powers vested in the Governing Council to manage the affairs of the University, or which might interfere with the equitable treatment of any group of staff in the achievement of the academic purposes of the University.

The Executive Committee of Governing Council has scheduled a special meeting for Friday, March 11 to consider the Advisory Committee's report on the negotiations.

## "Governing Council would continue to act as it has in the past"

The following statement was released by the University of Toronto Faculty Association's negotiating team following the last scheduled UTFA - Governing Council negotiating meeting, held Tuesday, March 8.

"We sincerely regret that negotiations with Governing Council over terms and conditions of employment ended in impasse Tuesday night. The issue is fundamental: the absolute refusal of Governing Council to negotiate on matters of substance. Instead of attempting to remedy legitimate faculty concerns in such areas as grievances, leave policy, promotions procedure, workloads and working conditions, contractually-limited appointments, discrimina-

tion, and academic freedom, the Governing Council, in its final proposal, seeks to perpetuate its right to determine unilaterally policy in these areas 'through its regular channels.' Similarly, in the case of librarians, Governing Council proposes yet another Presidential Task Force (this will be the fifth such investigation) to recommend policies which it may disregard or implement as it sees fit. In all cases Governing Council retains the final authority. The overwhelming mandate of faculty members and librarians to negotiate and resolve these issues to the mutual satisfaction of both parties is totally ignored.

"Because of the refusal of Governing Council to allow its team to negotiate on matters of

substance, both sides recognized that a deadlock had been reached. Governing Council seeks to retain total, unfettered authority to decide these matters unilaterally; we have sought to resolve them in the collegial give-and-take of the bargaining process.

"In the crucial area of salary and benefits where Governing Council did make a substantive proposal (namely, stabilization of the status quo) it was on a take-it-or-leave-it basis. No effort was made to explore alternative suggestions, and our repeated efforts in this regard were flatly ignored.

"A word about the nature of the negotiations is also in order. When we began discussions in December, it was understood that we

hoped to end by March 8. During this period we met a total of twenty-one times. We explored the proposals of the UTFA Draft Agreement in minute detail. Yet it was not until March 1 that Governing Council provided its first written response, and not until March 7 that this response was put in contractual form.

"This raises a final point pertaining to the nature of the contract Governing Council offers. It is scarcely a bi-lateral commitment. Faculty members and librarians are asked to formally commit themselves to accept Governing Council authority and procedures for three years, while Governing Council retains total discretion to continue to act as it has in the past

'through its regular channels.' We respectfully point out that it was dissatisfaction with these 'regular channels' which sparked faculty/librarian discontent giving rise to these negotiations in the first place. We would not be honest with ourselves or our principals if we accepted the terms Governing Council offered. And since Governing Council has declined to move toward the joint resolution of any substantive issue, our discussions have ended in stalemate.

**The UTFA Negotiating Team:** Mary Eberts (Law), Charles Hanly (Philosophy), K.C. Smith (Electrical Engineering), Carole Weiss (Library), J.E. Smith (Political Economy), Chairman.

## For the etymologist, a special Sesquicentennial language

One of the less celebrated achievements of Sesquicentennial year has been the emergence of a bona fide *sesquilogist*, in the person of alumnus Bill Sherk, 6T4. In case you've not met a sesquilogist before (after you've said it seven times it rolls off the tongue as effortlessly as sesquicentennial) he, or she, is a person who

specializes in words beginning with the prefix 'sesqui'.

Over the past few months, Bill Sherk, in real life a history teacher at North Toronto Collegiate who also offers a "word power" course at York University, has invented a veritable *sesquiplenitude* (an ample supply and-a-half) of sesqui words. Here are some of his more noteworthy contributions to the

language. *Sesquilingual* is a uniquely appropriate word to describe Canadians who cannot, in all good conscience, call themselves bilingual, but who are not totally flummoxed when confronted by the wrong side of the cereal box. A *sesquilinguist* knows one-and-a-half languages. A *sesquiburger* makes a Big Mac look meagre by comparison. And a woman might be discreetly described as being in the *sesquifamilial* way when she has had one child and is expecting another.

The author of these useful words is more than a mere *sesquiphile* (lover of words beginning with you-know-what prefix). He is a lover of words, and the five-week Word Power course he offers at York concentrates on the origin, meaning and usage of words. To

increase his own word power, Mr. Sherk set out three years ago to read the whole Webster's Dictionary.

When he finishes that project,

he plans to move right on to his next one — compiling a dictionary of new words.

S.R.F.

## Sesqui convocation to be televised

The ancient tradition of Convocation will be telecast on the TV Ontario Network on March 15 at 11.15 p.m., when the University's special Sesquicentennial Convocation, videotaped that afternoon by U of T's Media Centre production unit, will be aired.

During the 90-minute program, the Hart House Chorus, conducted by Prof. Denise Narcisse-Mair, will perform three numbers including the University's song "Blue and White", while the Faculty of Music's Brass Quintet plays the fanfares.

## TYP co-ordinators appointed

Professor Marty Wall of the Department of Psychology has been named Program Co-ordinator for the Transitional Year Program, Vice-President and Provost Donald Chant announced today. Prof. Wall, who was chairman of the Interdisciplinary Studies Program from 1973 to 1976, has had considerable experience working with disadvantaged students in the former TYP project. At present on leave in Israel, Prof.

Wall will return to the University in April to assume his new duties.

One of the two TYP Course Co-ordinators has also been named, Provost Chant announced — she is former TYP assistant director Keren Brathwaite. In the period preceding Prof. Wall's return to Canada, Ms. Brathwaite will invite applications from students for the new Program, which will begin in September.



# FORUM

## Citizenship requirement beyond powers of G.C.

To the Editor:

Those who read the *Varsity* will already know that Prof. D.A.L. Paul was nominated as a candidate for election to a seat on the Governing Council, and that his nomination was refused because he is not already a Canadian citizen. We, (who signed his nomination form) wish to protest in the strongest possible terms against the refusal of this nomination.

The University of Toronto Act, 1971, section 2(4) states that "no person shall serve as a member of the Governing Council unless he is a Canadian citizen". The Act also states in section 2(14) (k), that "the Council is empowered to determine the manner and procedure of the election of its members and conduct such elections". In our opinion, section 2(4) defines the qualifications for serving on the Governing Council, and the Governing Council has no power to change these qualifications. All that section 2(14) (k) does is to give the Governing Council the re-

sponsibility for conducting its own elections, and to settle matters of detail such as advertisements, dates for receiving nominations, and the manner in which ballot forms are to be distributed, collected, and counted. It does not give the Governing Council the right to require of candidates qualifications different from those stated in the Act.

It is interesting to note that, when the first elections to the Governing Council were held, it was not necessary for candidates to be Canadian citizens at the time of nomination. A regulation requiring "that specific documentary evidence of Canadian Citizenship . . . be a requirement to be nominated" was approved by the Governing Council at its meeting on December 20, 1972. In our view, it is clearly beyond the powers of the Governing Council, as set out in the Act, to make such a regulation.

The normal interpretation of section 2(4) is that a successful candidate may not take his seat

until he has acquired Canadian citizenship. We might even accept a more restricted viewpoint, that a successful candidate should be a Canadian citizen on the date when his term of office begins — July 1. By making a regulation that Canadian citizenship is required for nomination, the Governing Council is demanding a more restrictive qualification than that which the Act prescribes — namely, that in order to serve on the Governing Council, a person must have been a Canadian citizen for some five months.

In view of the fact that Prof. Paul has already been through all the procedures for acquiring Canadian Citizenship, and can see no good reason why it should not be granted soon, we would urge the Governing Council to reconsider the decision of its Overseers, and to arrange a ballot on which Prof. Paul's name appears.

J.M. Daniels, C.C. Gottlieb, R.L. Armstrong, R.E. Azuma, W.R. Peltier, A.W. Key, A.D. May.

## Splendid job done by Physical Plant staff went unmentioned

To the Editor:

May I draw attention to what I feel is an omission in the *Bulletin's* coverage of the recent fire at the Sandford Fleming Laboratories. I saw no mention of the splendid job done by the staff members of the Physical Plant Department. The dedication and skill of numerous individuals in that department made a vital contribution indeed to our ability to meet the emergency efficiently and to minimize the adverse impact it subsequently had on our operations.

A particularly difficult task faced Physical Plant's engineering and utilities staff and workshop personnel early on during the fire itself and immediately afterwards in protecting equipment, and

restoring and rearranging power, heat and telephone lines. Mention should also be made of the campus police, who worked many double shifts performing essential security functions. And let us not forget the space analysis people, who worked closely with the Faculty in re-allocating space so that teaching functions could continue almost without interruption.

Many others of the Physical Plant staff, too, performed with distinction. Not only did those in supervisory capacities meet the many and varied challenges that arose in an inventive and imaginative manner, but also those in the "rank and file" displayed a great deal of ingenuity and initiative in coping with many tricky situations.

It would be impossible to mention by name everyone involved, but I think all will agree that special recognition should go to Herb Gladney, our chief fire prevention officer, and John McNeil, the area supervisor. It seems to me it was largely due to their tireless efforts, particularly during the earlier stages of the emergency, that we were able to keep things together.

Those of us directly affected by the fire certainly appreciated the solid support we received from the men and women of the Physical Plant Department. They deserve recognition for their efforts.

Ben Etkin,  
Dean, Faculty of Applied Science  
and Engineering

## No need for budget discussions to be held behind closed doors

To the Editor:

Regarding the Report of the U of T Budget Committee published in

your edition of February 11, I think it is important to note that once again the budget process has taken place in closed-door fashion. For

many years students and members of the University community have complained about this fact. While the closed-door process can, with regard to certain financial and personal matters under consideration, be deemed appropriate, it would hardly seem necessary that the entire process should take place behind closed doors. This only serves to alienate the general University community from the workings of the central administration and the Governing Council. It must be hoped that the Governing Council will give more serious consideration in the future to opening up the budget process to public view.

I would also like to comment on the fact that revenue from the proposed hike in visa student tuition fees was calculated into the budget. It seems to me that despite Dr. Evans' qualifying statement in his introductory message to the Budget that the increased tuition fees "of course might not be collected", it was inappropriate for the Budget Committee to have included the possible fees income into the Budget. Considering the fact that this very controversial issue was still before the Planning and Resources Committee at the time the Report came out, the Budget Committee's action could unfortunately be interpreted as coercive. The revenue from the fees increase could very easily have been left out of the Report without any serious complications.

Brian O'Riordan  
University Government  
Commissioner  
Students' Administrative Council



THE RULES of Pirandello's game, being played here by Mary Vingoe and Gerald Lenton, will be discovered at Hart House Theatre until March 19.

## Housing research fellowships

Three fellowships, each with a value of up to \$6,000 for a 12-month period, are available for thesis research in housing. Fellowship holders will also be eligible for up to \$2,000 to meet expenses associated with the research program.

Fellowships will be awarded to students wishing to conduct a program of original research as part of the requirements for an advanced degree in any graduate program within the University. Research is expected to focus mainly on Canadian housing issues

and problems particularly related to urban-centred regions. Any student enrolled in a graduate

program in the University may apply. Renewal of the fellowship for a second term will be considered if progress has been satisfactory.

Further information about these fellowships are available from departmental offices or the Centre for Urban and Community Studies, telephone 978-7162. Deadline for applications is April 1.

## Parking restrictions March 14-15

The Founders Day Dinner at Hart House on March 14 and the Sesquicentennial Convocation on March 15 will necessitate parking restrictions on the St. George campus. For both occasions the University will be acting as host to large numbers of distinguished guests who have been invited to take part in the celebrations.

On Monday, March 14, vehicles will not be permitted entrance to the front campus after 2 p.m. except for necessary deliveries.

On Tuesday, March 15, the entire front campus area will be closed to parking all day.

## Task Force invites briefs

The Task Force on South-West Campus Redevelopment, chaired by Professor Michael E. Charles, Department of Chemical Engineering, has been established by the Resources Subcommittee to formulate general plans for the redevelopment of the South-West Campus, the area bounded by Willcocks, Huron, Russell and Spadina.

- The Task Force will be particularly concerned with:
1. The space requirements (qualitative and quantitative) for accommodating present and possible future programs of the various academic divisions of the University;
  2. The need for general facilities on the West Campus (e.g. lecture rooms, libraries, staff and student services and parking);
  3. The desirability of effective interaction among the academic units to be located on the South-West Campus;
  4. The need for flexibility in providing buildings for academic programs;
  5. The importance of economy in the sharing of resources among academic units.

It should be noted that the Task Force will not be concerned with architectural design.

The Task Force invites briefs from academic and administrative divisions, and other campus and student groups wishing to be accommodated on the South-West Campus, or having a special interest in the area. Briefs should include:

1. Information on quantity and type of space required, e.g. offices, laboratories, etc.;
2. Reasons for suitability of South-West Campus, e.g. proximity of related divisions presently situated in, or proposing relocation to, the South-West Campus;
4. A brief summary of the present status of academic planning (in academic divisions or departments) and a list of possible new academic programs which are under consideration. (The Task Force will be guided insofar as possible by the assessment of academic priorities currently in progress in the Planning and Priorities Subcommittee).

Submissions by academic and administrative divisions should include endorsement by the appropriate dean or director.

Briefs should be no more than three pages in length, and sent, for receipt by March 30, to David Warren, Governing Council Secretariat, Room 106, Simcoe Hall.



# UNIVERSITY of TORONTO Bulletin

Readers are invited to submit letters for inclusion in Forum. Letters should be double-spaced, typewritten and addressed to the Editor. If space permits, the entire letter will appear; however, the Editor reserves the right to edit all material.

Published by the Department of Information Services,  
45 Willcocks Street, Toronto, Ontario M5S 1C7  
Telephone 978-2102



## A "lost world" in the mountains of Iran yields long-buried secrets to scholar, archaeologist Edward Keall

By Linda Wright

The remains of a "pleasure dome" more exotic than Coleridge's imagined Xanadu exist in the mountains of Iran, and Edward Keall — assistant curator of ROM's West Asian Department, cross-appointed to Islamic Studies — is back at U of T after several months spent in excavations at the site.

A magnificently decorated inner palace, lavish gardens and orchards and an impregnable fortress constitute the "pleasure dome", which Keall first learned of several years ago, but which he was unable to revisit until recently.

"In 1965," Keall says, "I was a Fellow of the British Institute of Persian Studies in Tehran. A colleague, who had been studying a certain sect of Kurdish dervishes described 'an ancient long wall' that he thought might interest me. At that time I was studying the pottery of the third to seventh centuries A.D. — the Sassanian period — and thought that the long wall sounded Sassanian. I went to have a look, and that visit turned out to be a strange and fateful one indeed."

"You see, I didn't find much pottery, apart from some broken shards lying in the fields. When I mentioned my disappointment to the villagers they indicated that I should look 'over there' in a field they called Gach Gunbad or Plastered Dome. As it happened, the locals knew where the real goodies were."

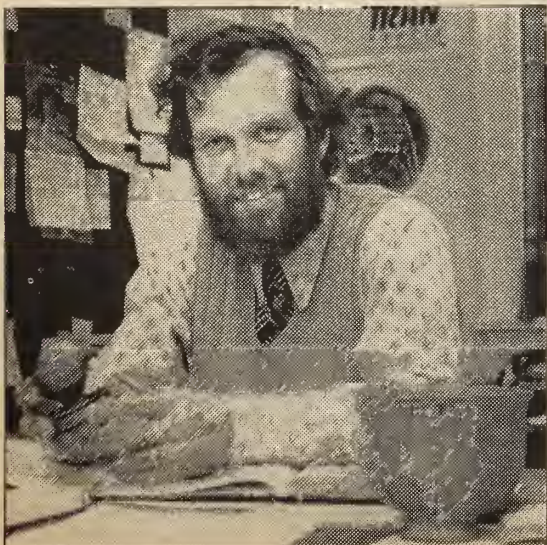
What he found was not pottery, but the partly collapsed wall of part of a decorated building, Qaleh-i Yazdigird — the palace of the lord of Yazdigird.

At that time, Keall had only a three week "sondage" (digging) permit, but from an initial examination he was able to ascertain that Qaleh-i Yazdigird was an archaeologist's dream, and that the wall he had partially uncovered was part of the site's main building. The "long wall" which had initially intrigued him was an outer defensive wall with fortifications and guard posts at intervals protecting a 10 square mile area — "a lost world plateau" as Keall refers to it.

It was not until 1975 that Keall returned to his lost world as leader of ROM's expedition to Qaleh-i Yazdigird, and now, after two seasons' work — April — July 1975 and April — August 1976 — he is able to describe his discovery in considerable detail.

"The complex was a private retreat," he says, "built on a plateau in the mountains, and meant to accommodate no more than 3,000 people. Probably it belonged to a dissident noble, maybe even to a robber baron. As it was situated on the 'Silk Road', one of the major trade routes from Mesopotamia to Iran, I can hardly think that the lord wouldn't have exploited the traffic in some way, possibly by exacting a toll.

**Dr. Edward Keall, assistant curator of ROM's West Asian Department.**



A fragment of a stucco frieze showing Aphrodite with dolphins, discovered in the inner "pleasure palace".

"One of the most interesting aspects of Qaleh-i Yazdigird are its defences. They are so elaborate — fortified walls with arrow slits for archers, small fortresses at intervals in the walls, lookout posts on higher ground — that it would have taken a very large force to break a siege there. And the defenders wouldn't have needed many men. The walls themselves are so high that a small force of archers on horseback could have held them, moving quickly from place to place, shooting at the attackers below. From the outposts you can see 40-50 miles — a good day's march. This was definitely one man's fortified kingdom," Keall says, "and the man was somewhat paranoid."

He was also somewhat sybaritic, if the partly excavated "pleasure palace" is any indication. "In the middle of the plateau," says Keall, "are the remains of a 'garden of paradise', a term used by the Persians to refer to any walled, irrigated place. The palace itself was set at the top end of this garden, from which the lord and his courtiers could look out over the desert and the mountains beyond.

"It must have been lush beyond belief. Even today the groves of walnut and fruit trees form an astounding contrast to the land around. When we were working at the site, we used to walk down among the trees and be 15° cooler immediately.

"The palace itself is lavishly decorated," the archaeologist says, "and represents one of the most exciting displays of architectural ornamentation ever

found in Iran. There are many stucco fragments of geometric designs and flower patterns, as well as standing and dancing figures set in niches. All these figures are painted, but in a very unusual manner. Primary colours predominate, and the artist rendered entire figures in one colour, bright red on a yellow background, for example. The effect is quite startling and really rather garish."

According to Keall, the carved figures themselves are interesting, as they represent a great amalgam of mythologies. "We found a reclining Dionysos-like figure frolicking with two cupids and a panther — a classical Greek representation — in the same room with intertwined dragons beside a tree — a figure from central Asian mythology. Evidently the artists were having a lot of fun."

The inner "pleasure pavilion" was well buried, indicating the appropriateness of the term "dig" in archaeology. "The top of the walls, which measured over four metres in height were located just under the surface of the field," Keall says. "During the course of a full season, work only progressed down to the floor of one room. There are at least four additional seasons of work to be done on that one building alone, before it is clear.

With new Iranian wealth, Keall says, there is now a large conservation budget for the site, and officials plan to cover the pavilion to preserve the stuccos for both visitors and scholars. "By the end of next season," he says, "I hope to be able to tell them where to put the roof."

Natural and man-made defences of Qaleh-i Yazdigird with the "long wall" in the foreground.





# Draft Memorandum of Agreement p

## Memorandum of Ag The Governing Council of 1

## The University of Toron

Memorandum of Agreement made this \_\_\_\_\_ day of \_\_\_\_\_, 1977,

Between:

The Governing Council of the University of Toronto, ("The Governing Council" or "The University")

and

The University of Toronto Faculty Association ("the Association").

This Agreement witnesseth that, in consideration of the mutual promises of the parties herein contained, the parties hereto respectively agree as follows:

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### 1. Purposes

The purposes of this Agreement are:

- to provide reasonable protection from unilateral changes to approved policies and practices relating to terms and conditions of employment of faculty members and librarians,
- to establish procedures for the development of specific proposals relating to the terms and conditions of employment of faculty members and librarians,
- to establish formally an effective and orderly procedure for the discussions and determination of salaries and benefits of faculty members and librarians,
- to formalize the relationship between the University and the Association and to establish conditions of support for the Association, and
- to accomplish the foregoing purposes (a) recognizing the importance of not derogating or diminishing the existing rights of individual faculty members and librarians, (b) recognizing the roles of the duly established bodies and groups within the University and (c) within the framework of an agreement and relationship between the Governing Council and the Association that is outside the Labour Relations Act of the Province of Ontario. In this connection, it is the desire of both the Governing Council and the Association to promote and maintain harmonious, collegial relationships within the University of Toronto, and to provide a mutually acceptable means of settling differences which may arise from time to time without resort to the processes and steps which are provided for by the Labour Relations Act of the Province of Ontario.

### 2. No Change in Basic Policies

The University agrees that, during the term of this Agreement, it will not initiate any changes in the following policies:

- (a) the Policy and Procedure on Academic Appoint-

ments (commonly known as the "Haist Rules" as amended);

- (b) the Policy and Procedures on Employment Conditions of Part-time Academic Staff;

- (c) the policy on Political Candidacy in the "Haist Rules";

- (d) the policy and procedures on the Appointment of Academic Administrators in the "Haist Rules";

- (e) the Policy Statement on Supplementary Income and Related Activities, as supplemented by the Guidelines on Related Activities; and

- (f) the policy on normal retirement age as defined in the Pension Plan covering staff members of the University.

### 3. Librarians

The Governing Council agrees to cause the President to establish within 14 days of the ratification of this Agreement a Presidential Task Force chaired by the Vice-President and Provost or his designate, with the following composition: five librarians, two associate librarians and three faculty members, all appointed by the President of the University after consultation with the Association. The Task Force will be directed to recommend policies for librarians relating to status, appointment procedures, appointment of administrators, criteria for promotion, dismissal, leave entitlement, grievances, and the development of a rank and salary structure. The Task Force will also be directed to submit its report to the President of the University within three months after the establishment of the Task Force.

The parties agree that, after the recommendations have been developed by the Task Force, the President will transmit the Task Force's report thereon without delay (including any minority views relating thereto held by members of the Task Force) to the Governing Council through its regular channels. After review of these recommendations and upon their final approval by the Governing Council, such policies for librarians shall not be changed by the University during the term of this Agreement.

### 4. Grievances

The Governing Council agrees to request the President to present a policy on grievance procedures for faculty members to the Governing Council for consideration at its next regular meeting after ratification of this Agreement.

The parties agree that, after the policy on grievances has been reviewed and finally approved by the Governing Council, such policy shall not be changed by the University during the term of this Agreement.

### 5. Promotions and Leave

The Governing Council agrees to cause the President to establish within 14 days of the ratification of this Agreement a Special Presidential Committee to recommend policies on promotions and leaves affecting faculty members. In particular, the Special Committee shall be directed to consider the following issues:

- (a) with respect to promotions: criteria for promotions within existing ranks, reasonable and equitable standards for promotion throughout the University, and an appellate procedure;
- (b) with respect to leaves, the following possible forms of leave: research leave, leave of absence, sick leave, childbirth leave, childcare leave, short-term compassionate and emergency leave, and adoption leave.

The Committee shall consist of faculty members and be appointed by the President of the University after consultation with the Association. The Committee will be chaired by the Vice-President and Provost or his designate. The Committee may establish sub-committees to carry out its task as it thinks appropriate to do so and will be directed to submit its report to the President of the University within three months after the establishment of the Committee.

The parties agree that, after the recommendations have been developed by the Committee, the President

will transmit the Committee's report thereon without delay (including any minority views relating thereto held by members of the Committee) to the Governing Council through its regular channels. After review of these recommendations and upon their final approval by the Governing Council, such policies shall not be changed by the University during the term of this Agreement.

### 6. Contractually Limited Appointments

The Governing Council agrees to request the President of the University to have the policy on Contractually Limited Term Appointments reviewed.

### 7. Academic Freedom and Responsibility

The Governing Council agrees to cause the President to direct the Special Presidential Committee referred to in Article 4 to develop a policy statement on Academic Freedom and Responsibility as soon as practicable after it has reported on promotions and leave.

The parties agree that, after the policy statement on academic freedom and responsibility has been developed by the Committee, the President will transmit the statement without delay (including any minority views relating thereto held by members of the Committee) to the Governing Council through its regular channels. After review of the statement and upon its final approval by the Governing Council, such policies shall not be changed by the University during the term of this Agreement.

### 8. Salary and Benefits

Salary and benefits for faculty members and librarians shall be negotiated annually in accordance with the following procedure.

Prior to December 31 of each year, the Association shall, by written notice, call on the University to enter into negotiations pertaining to salaries and benefits for the next academic year. The notice shall specify the items on which agreement is sought.

The parties shall thereupon bargain in good faith and shall make every reasonable effort to reach an agreement.

If agreement has not been reached by January 30, either party may request conciliation. A list of five conciliators, in order of preference, shall be agreed to by both parties at the signing of this Agreement. The list of potential conciliators may be amended from time to time by mutual consent. An individual who has served as conciliator may be stricken from the list at the wish of either party, subsequent to his service.

If agreement has not been reached within two weeks after the appointment of the conciliator, the conciliator shall inform the President of the University and the President of the Association of the failure to reach an agreement and the final position of the parties. The expenses of the conciliator shall be borne equally by both parties to this Agreement.

If agreement has not been reached within two weeks after the appointment of the conciliator, either party may request mediation. Unless either party objects, the conciliator shall serve as mediator. If one or both parties disagree with the conciliator serving as mediator, the above provisions relating to a list of conciliators shall apply *mutatis mutandis* to mediators. If agreement has not been reached within two weeks after the appointment of the mediator, the mediator shall inform the President of the University and President of the Association of the failure to reach an agreement, the final position of the parties, and the mediator's recommended terms of settlement. The expenses of the mediator shall be borne equally by the parties to this Agreement.

The President shall inform the Governing Council whether an agreement on salaries and benefits has been reached and shall table the mediator's final report, if any, including any recommended terms of settlement. The President shall so inform the Governing Council at the time of presentation of the University budget to the Governing Council; provided, however, that, if the President is unable to do so at that time, he shall inform the Governing Council of his inability to do so giving reasons therefor and undertake to inform Governing Council fully about salary and benefits matters as soon as practically possible.

The salary and benefits decisions affecting faculty



# Proposed by The Governing Council

## Agreement between

### The University of Toronto

### and

### Onto Faculty Association

members and librarians shall be finally determined by the Governing Council after the above procedures have been followed.

#### 9. Federal Anti-Inflation Guidelines

To the extent that the federal Anti-Inflation Guidelines are applicable, the parties agree that, following approval by the Governing Council of salary and benefits matters, they will make a joint submission, and if necessary a joint appeal, to the Anti-Inflation Board and will in good faith present the fullest possible brief in support of the approval of the decisions made by the Governing Council relating to salaries and benefits.

#### 10. Information

The University agrees to provide the Association such documents as may be necessary for the negotiation of salaries and benefits pursuant to this Agreement. This shall include, without limiting the generality of the foregoing: University financial reports and audits; the University summary budget, budget estimates and allocations relating to academic staff provided to the Budget Committee; University-wide salary analyses; age, rank and salary profiles; any instructional activity analyses; fringe benefit costs; actuarial reviews of the University pension plans; and all other such documents provided to or received from the Ministry of Colleges and Universities, the Ontario Council of University Affairs, Statistics Canada, or the Governing Council.

The University agrees to provide any reports or recommendations relating to terms and conditions of employment of faculty members and librarians about to be made to or by the Governing Council or its committees, in sufficient time to afford the Association a reasonable opportunity to consider them, and if deemed necessary, to make representations when they are dealt with by the Governing Council or its committees. Copies of all agenda, minutes, motions, resolutions, by-laws, and rules and regulations adopted by Governing Council shall also be forwarded to the Association.

It is understood that this article shall not be construed to require the University (a) to compile information and statistics in a particular form if such data are not already compiled in the form requested or (b) to provide any information relating to any individual.

#### 11. Association Relations

No faculty member or librarian shall be required to join the Association as a condition of employment. However, the University agrees to continue the present practice of deducting Association dues from the salaries of all faculty members and librarians who so elect, and shall forward the dues collected to the Association in accordance with present practice. On or before the tenth day of each month, the University shall deliver to the Association a list of all persons from whose salaries deductions of Association dues were made during the previous month. On January 1 and July 1 of each year the University shall also provide the Association with a list of all faculty members and librarians.

Pursuant to present policy, the University agrees to provide the Association with the use of suitable services, office space, telephone lines, and the use of the University postal service.

The University shall allow reasonable access to the Association for the use of the University's reproduction services, computing facilities, and audio-visual equipment at standard University rates.

Subject to their availability, and consistent with prevailing University policy, the University undertakes to provide the Association with suitable meeting rooms free of charge.

The President of the Association shall be entitled to a 50% reduction in teaching load, or the equivalent. The University shall assume financial responsibility for such released time in accordance with standard budgeting practices. Contribution to the Association will be considered along with academic performance in computing salary increases, progress through the ranks and similar benefits to which the President may be entitled.

#### 12. Joint Committee

The parties agree to establish within 14 days of the ratification of this Agreement a Joint Committee consisting of not less than four representatives of the Association and an equal number of representatives of the University administration. The Joint Committee shall meet at least twice each term during the academic year. In addition, the representatives of either party to this Agreement may call a meeting of the Joint Committee on seven days' written notice. The representatives of either party may place items on the agenda in advance of each meeting.

The Joint Committee, although not empowered with decision-making authority, is to have terms of reference wide enough to allow it to discuss any aspect of the policies, procedures and practices relating to the terms and conditions of employment of faculty members and librarians, or any matter relating thereto, and to have a liaison function with respect to the provisions of this Agreement. Discussion by the Joint Committee will not in any way preclude discussion by other appropriate groups or committees within the University.

#### 13. Correspondence

All formal notices between the parties arising out of this Agreement or incidental thereto shall pass to and from the Chairman of the Governing Council and the President of the Association.

#### 14. Copies of Agreement

The University agrees to provide all faculty members and librarians with a copy of this Agreement and any amendment which may be made thereto.

#### 15. Newly Appointed Faculty Members and Librarians

The University agrees to inform all newly appointed faculty members and librarians that this Agreement is in effect, and to distribute to them a copy of this Agreement at the same time and as part of the other documents provided regarding the terms and conditions of employment.

#### 16. The University of Toronto Act and Severability

The parties agree that this Agreement is subject to the provisions of the University of Toronto Act 1971 as amended from time to time. If any provision of this Agreement is held or rendered to be invalid by judicial or legislative act, the remainder of this Agreement shall remain in force and the parties agree to meet and renegotiate whatever portion may have been held or rendered invalid.

#### 17. Non-Applicability to Federated Colleges

For greater certainty, the parties acknowledge that the provisions of this Agreement do not apply to the Federated Colleges

#### 18. Amendments to The University of Toronto Act

The University agrees not to recommend changes in The University of Toronto Act relating to terms and conditions of employment of faculty members and librarians without prior consultation with the Association.

#### 19. Changes to Agreement

Changes or amendments to this Agreement may be made by mutual consent of the parties at any time.

#### 20. Term of Agreement

This Agreement shall continue in full force and effect until June 30, 1980.

#### 21. Entry into Force

This Agreement shall enter into force upon signature by the Chairman of the Governing Council of the University and the President of the Association following ratification of the Agreement by the Governing Council and the Association. Ratification procedures shall commence immediately upon accord being signified in writing by the negotiators and this Agreement shall be presented for ratification within thirty (30) working days.

## Proposed Letter of Intent

March 8, 1977

Professor J.M. Daniels, President,  
University of Toronto Faculty Association,  
455 Spadina Avenue,  
University of Toronto.

Dear Professor Daniels:

I am writing in reference to the recent negotiations between representatives of the Faculty Association and the University and the proposed Agreement to be entered into between the Association and the University and to confirm the undertaking of the administration with regard to the following issues:

**1. No Discrimination.** The administration will, within thirty days after the parties have signed the Agreement, present article 8.01 of the Association's Draft Memorandum as is and without change through its regular channels for review and approval by the Governing Council. Upon its approval it will not be changed by the Council for the duration of the Agreement.

**2. Anomalies.** The administration undertakes to correct any remaining sex-based anomalies pertaining to the salaries and benefits of faculty members and librarians. The corrections will be made prior to July 1, 1977, and will not be an issue in the bargaining of salaries and benefits generally. The Joint Committee will be charged with continuing to monitor such differentials in salaries and benefits.

**3. Equalization of Librarian Salaries.** When policies on the ranks and salary levels of librarians have been approved by the Governing Council by the procedure set forth in the Agreement, the administration will proceed within sixty days to equalize the salaries and benefits of the librarians in divisional libraries of the University of Toronto with those in the central library, retroactive to the date of signing the Agreement. Equalization shall not be an

issue in the bargaining of salaries and benefits generally.

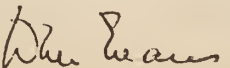
**4. Pension Review.** The administration will, within thirty days of the signing of this Agreement, establish a subcommittee of the Pension Review Committee to be responsible for the review of pensions of the faculty and librarians.

**5. Personnel Files.** The administration will refer the matter of access to personnel files for resolution to the Joint Committee at its first meeting following the signing of the Agreement.

**6.** The administration will, within thirty days after the parties have signed the Agreement, present the Grievance Procedure appended to this letter as Appendix A and referred to in Article 4 of the Agreement through the regular channels for review and approval by the Governing Council. Upon its approval, it will not be changed by the Council for the duration of the Agreement.

**7.** The administration undertakes that henceforth as part of the "Detailed Procedures in Tenure Consideration" (Article 16, paragraph 1 of Policy and Procedure on Academic Appointments) the division head or chairman will be required to prepare and provide to the candidate, two weeks before the tenure committee convenes, a brief summary of the content of appraisals and evaluation of the candidate's work which have been submitted to the committee, without identifying their sources.

**8.** The administration undertakes that henceforth in the appointment of search committees for principals of colleges the number of faculty members on such bodies shall not be less than the number of faculty members on search committees for deans as provided in the Haist Rules.

  
John R. Evans



# For these psychologists, research is a labour of love

by Robbie Salter

"There's beggary in love that can be reckoned," suggested Shakespeare, but a wife-and-husband team of U of T psychologists has undertaken studies that show it is possible to reckon love and its correlates, after all.

Young adults high in self-esteem and low in defensiveness are likely to experience romantic love more frequently than those who place little value on their own self-worth and are defensive as a result. That's one of the findings of Karen and Kenneth Dion, associate professors of psychology — she in the Division of Life Sciences, Scarborough College, and he in the Department of Psychology, St. George campus — who together have been studying the phenomenon of love for several years.

As the Dions are the first to point out, several authors, such as Fromm, Maslow and Rogers, have

suggested that self-acceptance is a necessary precondition for accepting and loving others, and have



Photo: David Hartford, Scarborough College  
**Professor Karen Dion**

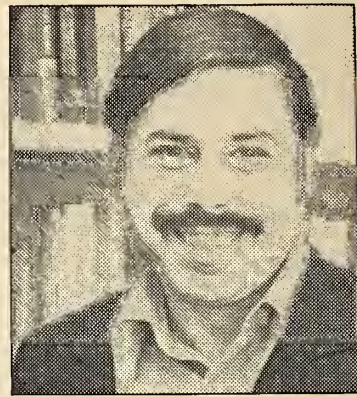
argued that self-accepting, non-defensive people are more likely to experience satisfying relationships than are others. However, as

Karen Dion points out, "The attempts of most psychologists to understand this and other aspects of love have largely consisted of speculative writings based on little, if any, empirical evidence. Indeed, many seem to have believed that love was likely to defy empirical evidence."

The Dions disagree and they have developed research methods reliable enough to make their point. What's more, their investigations have turned up some findings that contradict at least a few of the opinions generally accepted by such self-actualization theorists as Fromm et al. For example, high self-esteem persons did not describe their love experiences as being more satisfying, fulfilling or otherwise more positive than those low in self-esteem. In fact, it was the individuals with lower self-esteem who expressed stronger attitudes of love, liking and trust toward their partners, reported

more intense love experiences and described them as less predictable, superficial and controllable.

Some interesting differences



**Professor Kenneth Dion**

between the sexes have also been brought to light by the Dions. For instance, more women than men reported being in love at the time

of one Dion study, and women were more opposed than men to abolishing love as a basis for marriage. Surprisingly enough, however, women were less idealistic in their attitudes towards love and more strongly endorsed the possibility of multiple love experiences than did men.

With such interesting and useful discoveries to be made, the Professors Dion are continuing their work in this area. Supported by a research grant from the Canada Council, they are currently exploring heterosexual attraction and love from several different conceptual perspectives — one stressing cognitive factors, a second focusing on personality dimensions and a third investigating sociocultural factors.

They believe this multi-faceted approach is likely to prove the most fruitful strategy for eventually "reckoning" love, one of the most complex of human emotions.

## Governing Council balloting procedures

Ballots have been mailed to the eligible voters for this year's Governing Council election of new staff and student members.

Any eligible voter who has received an incorrect ballot, or no ballot due to an error in records may contact the Governing Council Secretariat at 978-6576 in order to obtain the correct ballot.

The following are excerpts regarding balloting from the *Election Guidelines 1977*, a document outlining the procedures used in this election. Copies of the complete document may be obtained from the Governing Council Secretariat, Room 106, Simcoe Hall.

### BALLOTING:

#### 1. Method

— ballots will be mailed to each voter at his sessional home address

as recorded in the University's record systems;

— each ballot will be accompanied by a small secrecy envelope into which the marked ballot should be sealed;

— also provided will be a return-address envelope into which the small secrecy envelope should be sealed;

— voters will be required to provide, on the upper left-hand corner of the return envelope, information sufficient to allow verification of their ballot return;

— each ballot will also be accompanied by an information sheet containing candidates' statements, information on the correct method to return the ballot, information on eligibility to use that particular ballot, and a short description of the powers and

duties of the Governing Council;

— persons who receive an incorrect ballot due to an error in records will be advised in the information sheets how to obtain the correct ballot;

— persons who receive no ballot due to an error in records will be advised, through advertisements in the campus media, how to obtain a ballot;

— all eligible voters are entitled to vote using **one** ballot;

— members of the teaching staff who hold a non-academic appointment will vote in the appropriate teaching staff constituency;

— full-time students who are employed by the University as teaching assistants, research assistants, temporary library help, or in

any other way will vote in the appropriate student constituency;

— part-time students who are employees of the University may vote in the appropriate student constituency or in the administrative staff constituency, but not in both constituencies;

— in the case of two or more ballots being received from any one voter, both being ballots for a constituency in which the voter is entitled to vote, only the first ballot received by the Governing Council Secretariat will be considered valid.

#### 2. Voting in multiple seat constituencies

A voter may vote for up to the number of seats vacant in his constituency.

#### 3. Balloting by absent voters

It is suggested that voters who will be absent from their recorded

address during the balloting period arrange to have their ballot forwarded to them. Thirteen days are allowed for return of ballots.

#### 4. Returning ballots

Ballots may be returned through either Canada Post or University Delivery.

#### 5. Ballot mailing lists

A list will be available shortly prior to and during balloting for inspection by any person: at the Governing Council Secretariat during normal business hours.

Further to the above regulations, completed ballots should be returned by Canada Post, Campus Mail or personal delivery to the Governing Council Secretariat, Room 106, Simcoe Hall prior to 12 noon on March 17, to be valid.

Enquiries regarding the election may be directed to the Governing Council Secretariat at 978-6576.

## Appendix A Faculty Grievance Procedure

Continued from Page 5

### Terms of Reference

A grievance is any alleged violation of a policy, practice, or procedure of the University affecting a faculty member other than an alleged violation relating to tenure, dismissal for cause of a tenured faculty member and in respect of promotions of faculty members.

An earnest effort shall be made to settle grievances fairly and promptly.

The University agrees to be bound by and give full and immediate effect to decisions arrived at under the procedures detailed below; provided, however, that all decisions made at any step in the procedures must be consistent with existing policies, practices and procedures of the University.

A faculty member may be accompanied by a grievance representative from the Association at any step in the grievance procedure, if he or she so desires.

A grievance will normally lapse if it is not appealed within the specified time limits. If the administrative official of the University fails to respond within the time limits specified under any step in the procedures below, the grievor may automatically move to the next step. However, time limits may be extended by mutual consent of the grievor and the administrative official designated at the appropriate steps which follow. Notwithstanding the foregoing, the Grievance Review Committee may entertain a grievance where the time limits specified below have not been complied with, if the Grievance Review Committee is satisfied that the reasons for the delay are reasonable and neither the grievor's nor the University's position has been substantially prejudiced by the delay.

Wherever an official is specified in this procedure, a designate may be appointed to act.

#### Step No. 1

If a faculty member has a grievance he or she shall discuss it orally and informally at the first administrative level having the authority to dispose of it. This shall usually be the department chairman or equivalent in multi-departmental divisions. Such grievances must be presented within twenty (20) working days after the grounds for the grievance were known or ought reasonably to have been known by the faculty member. The department chairman (or equivalent) shall notify the grievor of the decision within ten (10) working days after the grievance has been presented.

#### Step No. 2

If the grievance is not resolved under Step No. 1, then, within ten (10) working days, the faculty member may present a written grievance to the dean, principal (or equivalent) of his division. The dean or principal shall notify the grievor in writing of the decision within fifteen (15) working days after the grievance has been presented.

#### Step No. 3

If the grievance is not resolved under Step No. 2, the grievor, within seven (7) working days after the written decision has been given under Step No. 2, may present the grievance to the Vice-President and Provost. The Vice-President and Provost shall notify the grievor in writing of the decision within fifteen (15) working days after the grievance has been presented.

#### Step No. 4

Failing a satisfactory resolution of the grievance

under Step No. 3, the grievor may refer the grievance to the Grievance Review Panel, with notice to the President of the University within a period of fifteen (15) working days after the written decision has been given under Step No. 3. This notice of intention to proceed to the Grievance Review Panel shall contain the details of the grievance, a statement of the issue in dispute, and a statement of the remedy sought by the grievor.

The Grievance Review Panel composed of seven members of the faculty shall be appointed by the President of the University after consultation with the Association. Initially three members of the Panel shall be appointed for a term of one year and four members for a term of two years and terms thereafter shall be for a term of two years. The Grievance Review Panel shall determine its procedures including the assignment of a chairman and two other members of the Panel to constitute a Grievance Review Committee to consider a particular grievance.

The Grievance Review Committee shall have access to all written material related to the grievance and shall have the power to interview the parties to the dispute or anyone who may assist in resolving the matter. The Grievance Review Committee should attempt to minimize friction and preserve collegial relationships and shall resort to adversarial hearings only where no other route is satisfactory.

The decision of the Grievance Review Committee shall be final and binding on the grievor and the University. The decision of the Grievance Committee shall be unanimous or one reached by the majority of the Committee; provided, however, that if there is no majority decision, then the decision of the Chairman shall constitute the final and binding decision of the Committee.





**VISITORS TO THE FACULTY OF MUSIC'S** open House held March 5-6 could have heard Professor Andrew Hughes speaking about this unique instrument. Built by him from descriptions given in Medieval texts, he discovered when it was completed that, alas, it was unplayable.

## MEETINGS

The Clinical Research Society of Toronto will hold its annual meeting on Saturday, March 19, at the Inn on the Park from 8.30 a.m. to 5 p.m. The meeting will also include a symposium of the Toronto Biochemical Society and Biophysical Society.

All those interested are invited to attend. For information telephone 978-8509.

An International Conference on Pirandello, sponsored by the Graduate Centre for Study of Drama and the Department of Italian Studies in conjunction with the Pirandello Society of North America, will be held at Hart House Theatre the afternoon of Friday, March 18 and Saturday, March 19.

Papers will be concerned with Pirandello's plays and with philosophical influences in his early work. The film, *Le Feu Mattia*

Pascal, will be shown Saturday at 4.30 p.m. in room 179, University College.

For more information about the conference, telephone 978-2092.

An international symposium on Prostaglandins and Perinatal Medicine will be held March 21 and 22 at the Hospital for Sick Children.

Papers will be presented at sessions dealing with biosynthesis and metabolism, organogenesis, the central nervous system, systemic and pulmonary circulation, and umbilical vessels and ductus arteriosus.

Registration fee for the symposium is \$75. For more information telephone 597-1500, extension 2359.

Dentistry is holding the H.K. Box Memorial Seminar on Mon-

day, March 21 in room 308 at the Faculty of Dentistry. Guest at the seminar will be Dr. Jan Lindhe, professor of odontology at the University of Goteborg, Sweden.

Periodontal lesions and diseases will be discussed at sessions to be held from 9 a.m. to 12 noon and 2 to 5 p.m. Fee for non-faculty members is \$20. For more information telephone 978-8517.

The Institute for Environmental Studies is sponsoring a symposium on "Asbestos", Tuesday, March 15 from 9 a.m. to 5.30 p.m. Taking part in the symposium will be representatives from the University, government and government agencies, the industry and hospitals.

The admission charge of \$2, payable at the door, covers copies of the seminar papers. For more information telephone 978-6409.

## SESQUI EVENTS

General admission tickets are still available at the Simcoe Hall information desk for persons wishing to attend the special Sesquicentennial Convocation to be held Tuesday, March 15 at 3 p.m.

At this time the University will grant honorary degrees to members of the academic community, and to the Governor General of Canada, Jules Léger.

Dr. Claude Bissell will give the Convocation address.

A day-long "birthday bash" will be held on U of T's 150th anniversary Tuesday, March 15 at Hart House, and will include music, theatre, games, art, dining and dancing.

A "Chess Pageant", covering over 100 years of famous matches, will take place in the East Common Room beginning at 2.00 p.m. Also at 2.00, the Art Committee will talk on the Permanent Collection, and in the Hart House Theatre a plaque will be unveiled honouring former Theatre director Robert Gill, followed by a slide show of past performances.

Those in need of sustenance can then fortify themselves with a "one hundred and fifty cent dinner" of roast beef and Yorkshire pudding,

At 7.00 p.m. there will be an auction of old books, to be held in the Library, and from 7.00 — 7.30, a carillon concert, performed by Gordon Slater at Soldier's Tower.

Ian Montagnes, U of T Press, will present a talk on Taddle Creek, illuminated by a slide show, in the South Dining Room at 7.30, and in the Music Room also at that time, "La Compagnie des Pieds Gauches" will put their best feet forward for a demonstration of folk dances from the 1800s.

Many other events will take place at Hart House throughout the day of the "birthday bash" — programs are available at the Hart House Hall Porter's desk.

Dinners celebrating Sesquicentennial are being held by alumni branches in Canada and the U.S., to be linked by telephone and telex to the Founders' Day Dinner being held in the Great Hall of Hart House on Monday, March 14.

The speeches at the dinners are as varied as their locations. In London, Mr. Arthur Maloney, Q.C., will speak on "An Alumnus in the Community". In Windsor, Prof. James M. Cameron will consider the "University Historic Past, Present Crisis, Future Hopes". Prof. D.H. Pimlott will assure his

Montreal audience that "A Tree Grows in Toronto". Principal Arthur Kruger, in Ottawa, will look at "Your University in the Next Decade". In Kingston, Prof. Desmond Morton will review "Past, Present and Problems — 150 Years at the U of T". And Ian Montagnes will muse on "Reflections on the Taddle" in Peterborough.

In North Bay, "The University of Toronto, past and present, in the field of athletics" will be the topic for Dalton White. In Sudbury, Dr. J. Tuzo Wilson will describe how "A Geologist Looks at the World". Associate Dean Edward Llewellyn Thomas will review "Biomedical Engineering at the U of T" for a Calgary audience. And in Victoria, diners will hear a taped address by President John Evans on "The University of Toronto".

The Washington-Baltimore branch will be addressed by the Hon. Jack Hamilton Warren, Canadian ambassador to the U.S., on the "History and Importance of U of T". Prof. Peter Russell will talk to a Philadelphia audience about "Canada 1977 — A Crisis of Confederation". In New York, Alex Rankin will describe "The University Today". And in San Francisco the speaker will be Dr. Wallace Stegner, Professor Emeritus of Stanford University and former holder of the Claude Bissell Chair.

## JOB OPENINGS

Below is a partial list of job openings at the University. Interested applicants should read the Promotional Opportunity postings on their staff bulletin boards, or telephone the personnel office for further information. The number in brackets following the name of the department in the list indicates the personnel officer responsible. Please call:

(1) Sylvia Holland, 978-6470; (2) Wendy Chin, 978-5468; (3) Manfred Wewers, 978-4834; (4) Ann Sarsfield, 978-2112; (5) Beverley Chennell, 978-7308; (6) W.C. Hooper, 978-8749.

**Clerk Typist II** (\$7,000 — 8,230 — 9,460)  
Aerospace, Downsview (5), Alumni Affairs (1), Personnel (4), Geography (5), History (1)

**Clerk III** (\$7,700 — 9,060 — 10,420)  
Dean's Office, Faculty of Medicine (4)

**Clerk Typist III** (\$7,700 — 9,060 — 10,420)  
Guidance Centre (1), Computer Science (1), Academic Services (4)

**Secretary I** (\$7,700 — 9,060 — 10,420)  
Forestry (5)

**Secretary II** (\$8,470 — 9,970 — 11,460)  
Personnel (4), Governing Council (1), Medical Genetics (4), Career Counselling & Placement Centre (4), Institute of Biomedical Engineering (4), Dentistry (1), Research & Planning (1)

**Laboratory Technician II** (\$10,370 — 12,200 — 14,040)  
Microbiology & Parasitology (4), Surgery (4), Medicine (4)

**Electron Microscopy Technician II** (\$10,370 — 12,200 — 14,040)  
Pathology (4)

**Graphic Artist II** (\$9,330 — 10,970 — 12,620)  
Scarborough College (2)

**Programmer III** (\$14,900 — 17,530 — 20,160)  
Computer Centre (3)

**Administrative Assistant I** (\$9,330 — 10,970 — 12,620)  
Personnel (4)

**Administrative Assistant II** (\$12,110 — 14,250 — 16,380)  
Private Funding (1), Personnel (4)

**Administrative Assistant III** (\$14,900 — 17,530 — 20,160)  
Dean's Office, Faculty of Medicine (4)

**Energy Management Engineer** (\$20,420 — 24,020 — 27,620)  
Physical Plant (3)

## RESEARCH NEWS

### Research Assistant Stipend Canada Council Increase

Canada Council grant holders are authorized by recent decision of the Council to increase stipends, retro-active to Sept. 1, paid to full time research assistants and to undergraduate and graduate student assistants.

Full time assistants may now be paid at the rate of \$10,000 per year. Graduate students may be paid a maximum of \$225 per month of an academic session (or at an hourly rate of \$5.50) and \$800 for each of four summer months to a maximum annual salary of \$5,000. Undergraduate student assistants are eligible for a maximum monthly rate in academic term of \$175 (or at an hourly rate of \$4.50) and \$650 a

month for four summer months, to a maximum annual salary of \$4,000.

All holders of Canada Council grants employing part or full time assistants whose stipend should be being paid at the higher rate are now invited to submit a supplementary request for increases in the grants to cover the higher salaries. The request should be by letter to the Council including the name of the assistant, the period of employment (furnishing dates), the basis of calculating the increases, and the total amount requested. For full time research assistants, an additional readjustment is required for fringe benefits; allowance for the annual 5 percent increase may be included in the request as well.

Please phone 978-2163 for further details.

## PhD ORALS

### Wednesday, March 16

Sue Rosalind G. Kurtz, Department of Educational Theory, "Accommodative Exploration and Assimilative Exploration: Two complementary Channels to Creative Thinking." Thesis supervisor: Prof. C. Bereiter. Room 307, 63 St. George St., 10 a.m.

### Friday, March 25

George W. Chase, Department of Educational Theory, "Ferdinand Buisson: A Study in Laicité in the Third Republic 1870 — 1914." Thesis supervisor: Prof. I. Winchester. Round Room, Massey College, 10 a.m.

Frederick Neale MacLachlan,

Department of Chemistry, "Haplophytine". Thesis supervisor Prof. P. Yates. Room 309, 63 St. George St., 2 p.m.

### Thursday, March 31

Richard David Christy, Department of Sociology, "Social Change and Post-Modernity: An Analysis of Social Space and Social Time in Canada and the United States." Thesis supervisor: Prof. W. Michelson. Room 307, 63 St. George St., 2 p.m. Please note change of date.

Edith Moore, Faculty of Social Work, "Matching in Helping Relationships." Thesis supervisor: Prof. C. Lambert. Room 111, 63 St. George St., 2 p.m.



# SESQUI U EVENTS

For information concerning Sesquicentennial events, phone 978-5000.

## FRIDAY MARCH 11

**Mental Health and Social Control** (Second of eight Lunch & Learn Club lectures, **Deprogramming: Documenting the Issues**) Prof. Steven Chorover, Massachusetts Institute of Technology. Innis Town Hall. 12.15 p.m. Series \$10, single session \$2 at door. Telephone 978-2400.

**Aspects of obsolescence in American Indian languages** (Lecture) Prof. Jane H. Hill, Wayne State University. 47 Queen's Park Cresc. East. 2 p.m. (Anthropology)

**The Rules of the Game**, Pirandello, directed and designed by Herbert Whittaker. Hart House Theatre to March 19 at 8.30 p.m. No performance Sunday or Monday. Tickets \$3, students \$1.50. Telephone 978-8668.

**Caribbean Jump-up at International Festival**. Dancing to music of the Steltones. Cash bar. Admission \$1, advance and at door. International Student Centre. Telephone 978-2564. (ISC and SAC)

## SATURDAY 12

**Canadian Space Programme** (Lecture) David A. Golden, Telesat Canada, Ottawa. Convocation Hall. 8.15 p.m. (Royal Canadian Institute)

**Explorations in Parapsychology and Paranormal Medicine** (Conference) Inter-disciplinary examination of experimental methodologies, philosophical implications and practical applications. March 12 and 13 from 9 a.m. to 5 p.m. Medical Sciences Building. Registration fee \$50. Telephone 978-2400. (Continuing Studies)

**International Buffet at International Festival**. Food from around the world. International Student Centre. 6 p.m. \$2.50 per adult, \$1 per child, advance and at door. Telephone 978-2564. (ISC and SAC)

**International Variety Show at International Festival**. Songs and dances from several nations. Cody Hall. 8.30 p.m. Admission \$1, advance and at door. Telephone 978-2564. (ISC and SAC)

## SUNDAY 13

**Chemical Reaction: The Molecular Dance and Why It Matters** (10th lecture in special Sesquicentennial series at Science Centre). Prof. John Polanyi, Department of Chemistry. Main auditorium, Ontario Science Centre. 3 p.m.

**Concert** by winners in Kiwanis Music Festival. Meeting Place, Scarborough College. 3 p.m.

**Special presentation by Harry Somers, Victor Feldbrill and Reginald Godden** of tape of March 1956 premiere broadcast performance by CBC Symphony Orchestra of Somers' *Second Piano Concerto*. Somers, Feldbrill (conductor) and Godden (soloist) will discuss the work and the performance. Concert Hall, Royal Conservatory of Music. 3 p.m. (Presentation possible by permission Toronto Musicians' Association and courtesy CBC archives)

**The Creation** by Haydn performed by Hart House Chorus (Orchestral concert) Great Hall, Hart House. 8 p.m. Free tickets for HH members from hall porter's desk.

## MONDAY 14

**Oaths of Adjuration and Testimony in the Dead Sea Scrolls and Rabbinic Halakhah** (Lecture) Prof. Lawrence H. Schiffman, New York University. Upper Library, Massey College. 11.30 a.m. (Religious Studies)

**Psycho-analysis and realism: imaginary and symbolic in Balzac's *La Rabouilleuse*** (Lecture) Prof. Fredric Jameson, Yale University. Croft Chapter House. 3 p.m.

**The Discipline of Jesus** (First of three lectures, *Via Crucis: the Plan of Salvation in the 11th and 12th Centuries*) Dean Jaroslav Pelikan, Graduate School, Yale University. Upper Library, Massey College. 4 p.m. (Medieval Studies, Religious Studies and SGS)

**Liquid Crystal Phases** (First of three lectures, *Liquid Crystal Phase Transitions*) Dr. P.E. Cladis, Bell Telephone Laboratories, Murray Hill, N.J. 137 McLennan Physical Laboratories. 4 p.m.

**Prelude to Hitler: The Emergence of the Presidential Dictatorship in Weimar Germany** (Lecture) Prof. Michael Stürmer, University of Erlangen, West Germany. Seeley Hall. 8 p.m. (History and Goethe Institute)

**How Do Enzymes Catalyze the Transfer of Phosphoryl Groups?** (Colloquium) Prof. Jeremy Knowles, Harvard University. 158 Lash Miller Chemical Laboratories. 4 p.m.

**Radiology Reporting Systems** (Seminar series *Medical Applications of Computers*) Dr. B.B. Hobbs and H.D. Covey, Toronto General Hospital. 3163 Medical Sciences Building. 3 p.m.

**Industrial Engineering for the Future: Operational Research and the Wider Problems of Society** (Third of six seminars) Eric C. Williams, formerly president, Operational Research Society, U.K. 202 McLennan Physical Laboratories. 4 p.m.

**Guilds and Court Artisans in the 18th Century: Conflict and Coexistence** (Seminar) Prof. Michael Stürmer, University of Erlangen. 3050 Sidney Smith Hall. 4 p.m. (History and Goethe Institute)

**How to Succeed As An Alumnus** (Speech at Faculty of Management Studies party and annual meeting) The Hon. Alastair Gillespie, Minister of Energy, Mines and Resources. Hyatt Regency Hotel. 6 p.m. to midnight. Tickets \$5, cash bar. Telephone 978-4913. (Management Studies Alumni Association)

## TUESDAY 15

**Risk and Index Bonds** (Paper at Capital Markets Workshop) Prof. David Levhari, Hebrew University of Jerusalem visiting at University of Illinois, Urbana. Conference room, 7th floor, Faculty of Management Studies, 246 Bloor St. W. 3 p.m.

**Fluvioglacial Erosion and Deposition** (Lecture) Dr. Robert J. Price, University of Glasgow. 622 Sidney Smith Hall. 4 p.m. (Geography and SGS)

**The First 150 Years of Civil Engineering in Canada** (Lecture) Dr. Robert F. Leggett, formerly National Research Council of Canada. Auditorium, Medical Sciences Building. 8 p.m.

**The control of development in the free-living nematode *Panagrellus redivivus*** (Seminar) Dr. Martin Samoiloff, University of Manitoba. 235 FitzGerald Building. 3 p.m. Please note time. (Microbiology & Parasitology)

**Kimberlites and related rocks in Labrador: The petrogenesis and tectonic significance** (Seminar) Prof. K.D. Collerson, Memorial University. 130 Mining Building. 4 p.m. (Geology)

**Asbestos** (Symposium sponsored by Institute for Environmental Studies) Auditorium, OISE, 252 Bloor St. W. 9 a.m. to 5.30 p.m. Admission \$2 at door includes seminar papers. (See *Meetings* page 6.)

**Open rehearsal, Mississauga Symphony Orchestra** conducted by Boyd Neel. Preview of concert Sesquicentennial Salute to the U of T. Meeting Place, Erindale College. 8 to 9 p.m.

**The Pursuit of Happiness** (Film in series *Civilization*, Kenneth Clark) Scarborough College, two screenings. H-214 at 12 noon and S-128 at 4 p.m.

**Hart House Birthday Party**. Concerts, displays, games, dancing, special \$1.50 lunches and dinners. 12 noon to 12 midnight.

## WEDNESDAY 16

**Canadian Social Sciences** (Fourth lecture in series *To Know Ourselves*, lectures and panel discussions on Symons' Report) Prof. W.P. Carstens, Department of Anthropology. West Hall, U.C. 1 p.m.

**Learning to Read: Issues in word recognition** (Lecture) Prof. M. Smith, Scarborough College. Meeting Hall, Civic Centre, Borough of Scarborough. 1 p.m.

**The Cross as the Redemption of Mankind** (Second of three lectures, *Via Crucis: the Plan of Salvation in the 11th and 12th Centuries*) Dean Jaroslav Pelikan, Yale University. Upper Library, Massey College. 4 p.m. (Medieval Studies, Religious Studies and SGS)

**Critical Phenomena of Static Parameters at Liquid Crystal Phase Transitions** (Second of three lectures *Liquid Crystal Phase Transitions*) Dr. P.E. Cladis, Bell Telephone Laboratories. 134 McLennan Physical Laboratories. 4 p.m.

**Literature in the University and Modern Society** (Third in Sesquicentennial Impact series) Prof. D.V. LePan, Department of English; Kildare Dobbs; chairman, Prof. C.T. Bissell. West Hall, University College. 8 p.m.

**The Social Sciences and the Symons Report** (Fourth panel discussion in series *To Know Ourselves*) Prof. W.P. Carstens, Department of Anthropology; Prof. James Turk, Department of Sociology and President G.S. French, Victoria University. Croft Chapter House. 4.15 p.m.

**Adenine nucleotide transport in isolated pea chloroplasts** (Departmental seminar) Dr. J.T. Wiskich, University of Adelaide. Room 7, Botany Building. 4 p.m.

**The Kinetics of Public Policy Formation** (Environmental Seminar) Dr. A.W.R. Carrothers, Institute for Research on Public Policy, Montreal. Lounge, Faculty of Forestry & Landscape Architecture, 203 College St. 4 p.m.

**Eurocommunism: Communism: Today in Western and Central Europe** (Seminar) Prof. Annie Kriegel, Université de Paris-Nanterre. 3050 Sidney Smith Hall. 4 p.m. (History, European Studies Committee CIS, SGS and Schwartz Lectures Committee)

**Seminar to Studies in Descriptive Bibliography** (Library Science course 2510Y) Prof. Terry Belanger, Columbia University. Seminar room 1, Faculty of Library Science. 7 p.m. (Library Science and SGS)

**Fred Cogswell**, poetry reading. 1016 New College. 8 p.m.

**Garth Vogen Trio**. Pop concert. East common room, Hart House. 12 noon.

## THURSDAY 17

**Critical Phenomena of Dynamic Parameters at Liquid Crystal Phase Transitions** (Last of three lectures, *Liquid Crystal Phase Transitions*) Dr. P.E. Cladis, Bell Telephone Laboratories. 373 McLennan Physical Laboratories. 11 a.m.

**The Jews in France during the Second World War** (Lecture) Prof. Annie Kriegel, Université de Paris-Nanterre. 162 Lash Miller Chemical Laboratories. 11 a.m. (History, European Studies Committee CIS, SGS and Schwartz Lecture Committee)

**Christ the Lord of History** (Last of three lectures, *Via Crucis: the Plan of Salvation in the 11th and 12th Centuries*) Dean Jaroslav Pelikan, Yale University. Upper Library, Massey College. 4 p.m. (Medieval Studies, Religious Studies and SGS)

**The Making of the New Cambridge Bibliography of English Literature** (Lecture) Prof. Terry Belanger, Columbia University. Lecture theatre, Faculty of Library Science. 5 p.m. (Library Science and SGS)

**University Research - Its Interest and Its Use** (Fourth in Sesquicentennial Impact series) Panel: Profs. B.P. Stoicheff, Department of Physics; D.W. Strangway, Department of Geology; W.H. Rapson, Department of Chemical Engineering; interviewer: June Callwood; chairman, Prof. A.C.H. Hallett. Convocation Hall. 8 p.m.

**Whales** (Seventh of eight lectures, *Communication in Animals*) Dr. W.E. Schevill, Woods Hole Oceanographic Institution, Mass. ROM Theatre. 8 p.m.

**The National Question in the Soviet Union during the Twenties** (Seminar) Prof. Hélène Carrère d'Encausse, Institute of Political Studies, Paris. Board room, Simcoe Hall. 4 p.m. (Russian & East European Studies)

**Flow Instabilities of Nematics** (Physics colloquium) Dr. P.E. Cladis, Bell Telephone Laboratories. 102 McLennan Physical Laboratories. 4 p.m.

**Buying for the Future** (Fifth in seminar series on *HH Permanent Collection - Past, Present and Future*) Prof. David Silcox, York University. Bickersteth Room, Hart House. 7 p.m. (Art Committee)

**Plants and People Under Pressure** (Talk in series *The L(i)ving (He)Art*) Dennis Edwards. International Student Centre. 12.30 p.m. (Ontology Club)

**David Swan**, piano. Walter Hall, Edward Johnson Building. 2.10 p.m.

**As You Desire Me**, Pirandello, directed by Damiano Pietropaulo. Studio Theatre, Glen Morris St. March 17 to 19 and 24 to 26 at 8.30 p.m. Reservations required. Telephone 978-8705. (Drama Centre and Compagnia di Giovani)

## FRIDAY 18

**Cult or Religion?** (Third of eight Lunch & Learn Club lectures, **Deprogramming: Documenting the Issues**) Prof. J. Stillson Judah, Graduate Theological Union, Berkeley. Innis Town Hall. 12.15 p.m. Series \$10, single session \$2 at door. Telephone 978-2400.

**Regional Growth and Income Distribution: The Chinese Experience** (Lecture) Prof. Nicholas R. Lardy, Yale University. Croft Chapter House. 3 p.m. (East Asian Studies Committee CIS, East Asian Studies and SGS)

**Christianity and Other Religions** (Panel discussion) Dean Jaroslav Pelikan, Yale University; Profs. C. Douglas Jay, Toronto School of Theology and Emmanuel College; Harry J. McSorley, St. Michael's College and Willard J. Oxtoby, Centre for Religious Studies. Moot Court, Faculty of Law. 3 p.m. (Medieval Studies, Religious Studies and SGS)

**Anion transport in plant mitochondria** (Research seminar) Dr. J.T. Wiskich, University of Adelaide. 207-C Botany Building. 12 noon.

**International Conference on Pirandello**. March 18 and 19 at Hart House Theatre. (Drama Centre and Department of Italian Studies in conjunction with Pirandello Society of North America) (See *Meetings* page 6)

## SATURDAY 19

**Canadian Air Flight** (Lecture) Prof. Alan C. Frosst, McMaster University. Convocation Hall. 8.15 p.m. (Royal Canadian Institute)

**Flower Show** at Botany Greenhouse. March 19 to 25 from 9 a.m. to 5 p.m.

## SUNDAY 20

**Oil and the Arctic environment** (11th lecture in special Sesquicentennial series at Science Centre) Profs. Tom Hutchinson, Department of Botany and Don Mackay, Department of Chemical Engineering and Institute for Environmental Studies. Main auditorium, Ontario Science Centre. 3 p.m.

**Mississauga Symphony Orchestra**, conductor **Boyd Neel**, in a Sesquicentennial Salute to the U of T (Fourth in Erindale In-Concert series) Meeting Place, Erindale College. 3 p.m. Tickets \$4, students and senior citizens \$3. Telephone 828-5214.

## MONDAY 21

**H.K. Box Memorial Seminar, Faculty of Dentistry**. Guest: Dr. Jan Lindhe, University of Göteborg. Admission \$20 for non-faculty members. (See *Meetings* page 6)

**International Symposium on Prostaglandins and Perinatal Medicine**. March 21 and 22, Hospital for Sick Children. Registration fee \$75. Advance registration required. (See *Meetings* page 6)

**Organ Recital**. (First of three spring recitals) John Tuttle in all-Bach program. Convocation Hall. 5.05 p.m. \$1 at door.